

**Ipswich Public Schools
Superintendent Goals
2024-2025**

1. Facilities: Develop a Plan for New Elementary School and Facilities Upgrades

School Committee Goal:

- Develop a plan and build consensus for new elementary school building, including considerations of financial impact, risk, timing, equity, and educational planning.
- Ensure ongoing maintenance and upgrades for all school facilities, including safety and security.

Superintendent Goal:	
Alignment with MA Rubric: Standard II: Management and Operations	
<ul style="list-style-type: none"> ● Overseeing facilities and ensuring a safe environment 	
Objective 1:	
<ul style="list-style-type: none"> ● Ensure that all identified safety upgrades and repairs are completed on time and within budget for the district’s schools and athletic fields 	
Measure:	Target:
Completion of selected safety upgrades and repairs outlined in the safety audit and Capital Plan	Complete 100% of the scheduled safety upgrades for FY25 and FY26

Alignment with MA Rubric: Standard II: Management and Operations	
<ul style="list-style-type: none"> ● Allocating resources for facility improvements and maintenance 	
Objective 2:	
<ul style="list-style-type: none"> ● Ensure completion of all ongoing maintenance projects and enhancements funded through Paine Grants, with a focus on improving indoor and outdoor learning environments 	
Measure:	Target:
Progress reports and completion of funded maintenance projects.	Complete and/or schedule completion of all existing indoor and outdoor learning facility enhancements by the end of the fiscal year.

2. Budget: Fiscal Responsibility and Budget Planning

School Committee Goal:

- Manage the FY25 budget and plan for the following years, ensuring alignment with educational priorities and financial constraints.
- Ensure accountability for financial management, including educational stabilization funds and the long-term capital plan.

Superintendent Goal:	
Alignment with MA Rubric: Standard II: Management and Operations	
<ul style="list-style-type: none"> • Managing the district budget and finances responsibly 	
Objective 1:	
<ul style="list-style-type: none"> • Develop and present a balanced FY26 budget in collaboration with district leadership, focusing on educational priorities and sustainability. 	
Measure:	Target:
Submission of a finalized budget to the School Committee for approval.	Finalize and submit the FY26 budget to the School Committee by February 2025 ensuring alignment with district goals.

Superintendent Goal:	
Alignment with MA Rubric: Standard II: Management and Operations	
<ul style="list-style-type: none"> • Managing the district budget and finances responsibly 	
Objective 2:	
<ul style="list-style-type: none"> • Revise and gain approval for the Capital Plan moving forward. 	
Measure:	Target:
Submission of a 5 year Capital Plan	Finalize revision to the Capital Plan and submit to Town for inclusion in the town-wide plan.

3. Feoffee Policy Review

School Committee Goal:

- Review and update the district’s Feoffee Policy to ensure proper guidance for grants and the Trust’s mission.

Superintendent Goal:	
Alignment with MA Rubric: Standard II: Management and Operations	
<ul style="list-style-type: none"> • Overseeing policies and ensuring their alignment with district goals 	
Objective 1:	
<ul style="list-style-type: none"> • Lead a thorough review and update on the district’s Feoffee Policy to ensure it meets the needs of the district and aligns with the goals of the Trust. 	
Measure:	Target:
Completion of the Feoffee Policy review, including stakeholder feedback and draft of updated policy.	Finalize and submit updated Feoffee Policy for School Committee approval by March 2025.

4. Student Achievement and Social Wellbeing

School Committee Goal:

- Improve academic performance and support social-emotional learning and equity in access to education.

Superintendent Goal:	
Alignment with MA Rubric: Standard 1: Instructional Leadership	
<ul style="list-style-type: none"> • Ensuring equity in access to educational opportunities 	
Objective 1:	
<ul style="list-style-type: none"> • Ensure equitable access to academic resources and extracurricular opportunities for all students, with a focus on eliminating achievement gaps. 	
Measure:	Target:
Equity audits, achievement data by subgroup, and participation in extracurricular activities	Identify existing gaps and develop a plan to decrease these gaps.

5. Student Safety Awareness

School Committee Goal:

- Foster a safe and trusting school environment, focusing on bullying, gun safety, and discrimination prevention.

Superintendent Goal:	
Alignment with MA Rubric: Standard IV: Professional Culture, Standard III: Family Engagement	
<ul style="list-style-type: none"> • Promoting a positive and safe school culture • Communication and addressing concerns 	
Objective 1:	
<ul style="list-style-type: none"> • Collaborate with local agencies and staff to ensure that school safety measures are consistently communicated to students, parents, and the school community. 	
Measure:	Target:
Safety awareness campaigns, community forums, and school safety audits	Hold two safety awareness events and ensure families report understanding of school safety measures.